

Compensation and Benefits

The annual salary range for this position is \$135,684 – \$174,120. Stockton offers an attractive compensation and benefit package, which includes:

- ◆ Retirement: Public Employees' Retirement System (PERS) 3% @ 50, employer pays the employee contribution.
- ◆ Retirement Medical: At age 50 or later, employer contributes all premiums necessary for the purpose of providing hospital, medical, dental and prescription benefits for employee and one eligible dependent.
- ◆ Vacation: Department heads shall, on July 1 of each year, receive an annual vacation allowance of 200 hours which shall be the employee's vacation entitlement for the fiscal year with unlimited vacation sell-back.
- ◆ Sick Leave: 120 hours/year, eligible employees can cash out 50% at retirement and receive the other 50% as service credit.
- ◆ Holidays: 12 fixed, 2 floating (birthday and Cesar Chavez) equals 14 days/year.
- ◆ Health Benefits: Employer contributes 100% for employee and dependents for hospitalization, medical, dental/orthodontia, vision, and prescriptions.
- ◆ Deferred Compensation: A deferred compensation plan is available at the employee's option.
- ◆ Educational Incentive Pay: After one year of employment, 3% of top step salary range for employees with degree above and beyond that which is required.
- ◆ Education Allowance: Up to \$1,000 per fiscal year in reimbursement for approved, job-related course work. Reimbursement for 30% of college level course work.
- ◆ Professional Growth: 2.5% of top step salary range after 12 years of continuous service.
- ◆ Life Insurance: Coverage is 3.5 times annual salary, and premium is fully paid by the City.
- ◆ Long Term Disability: Coverage is 66 2/3 of salary, premium is fully paid by the City.
- ◆ Physical Examination: Employer pays 100% of annual examination.



The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward a letter of interest, your resume, including your current salary, and five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Ann Slate
Avery Associates
3 ½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
Fax: 408.399.4423
E-mail: jobs@averyassoc.net

Final Filing date: March 27, 2009

If you have any questions regarding this position, please feel free to contact Bill Avery at 408.399.4424 or Ann Slate at 805.459.5132.



*invites your interest
for the position of*

Chief of Police

Stockton – All America City

Located in California's great Central Valley, Stockton has grown from a community of rich agricultural roots to an urban destination with an emerging arts and cultural scene, fine dining, shopping, sports, recreation, and family activities. The City of Stockton is one of California's fastest growing communities and the San Joaquin County seat.

Stockton is currently the 13th largest city in California with a dynamic, multi-ethnic and multi-cultural population of almost 290,000. Situated along the San Joaquin Delta waterway connecting to the San Francisco Bay and the Sacramento and San Joaquin Rivers, Stockton is located 60 miles east of the San Francisco Bay Area and 45 miles south of Sacramento. Today, as the state's largest inland seaport, Stockton continues to serve as a major shipping point for the many agricultural and manufactured products of Northern California.



The City has undergone a tremendous economic expansion and is aggressively revitalizing its downtown. Projects in the downtown area along the waterfront include an indoor arena, baseball stadium, hotel, retail, housing, and the 16-screen downtown City Centre Cinemas. The historic, Bob Hope (Fox) California Theatre, recently completed a total renovation and hosts live performances. The Stockton Arena has three major sports teams: The Stockton Cougars soccer team, the Stockton Thunder hockey team and the Stockton Lightning arena team. Adjacent to the arena is the Stockton Ballpark, home of the Stockton Ports minor league baseball team (Oakland A's Affiliate).

Stockton offers an excellent quality of life for its residents. The City has a number of beautiful residential communities along waterways, with single-family homes costing about one-third the price of homes in the Bay Area. Stockton is within close proximity to world famous scenic attractions including the California Coast, San Francisco, Lake Tahoe and Yosemite National Park. The community offers many local recreational opportunities including the Delta, which provides thousands of miles of waterways for water skiing, wake boarding, sailing and other water activities.

The City is home to several well known higher educational institutions including the University of the Pacific, California State University Stanislaus-Stockton, and San Joaquin Delta Community College, as well as a variety of private and vocational schools.

City Government and the Department

Stockton, a charter city, has a Council-Manager form of government, with a directly elected Mayor and six Council members, nominated from districts but elected at large. With a budget of \$440.3 million, Stockton, like so many California cities is experiencing financial challenges and instituting cost saving measures, including employee lay-offs and furloughs.

In an effort to reduce costs, the City Manager has recently announced an organizational restructuring and has reorganized his office. Two Deputy City Managers provide oversight to the departments of Police, Fire, Financial Management, Community Services (formerly Library and Parks & Recreation), Community Development, Public Works, Municipal Utilities, Revitalization (formerly Housing, Redevelopment & Economic Development) and Human Resources.



In addition, the City of Stockton is embracing a community-based approach to neighborhood rejuvenation through its Neighborhood Renaissance Program (NRP). By focusing resources from the City and Redevelopment Agency, along with private investment and public-private partnerships, the NRP will help achieve the Council's goals of reducing crime and improving safety, maintaining an open and thorough process for monitoring fiscal health and articulating a vision for continued revitalization of the City.

The Stockton Police Department has a force of nearly 400 sworn and over 200 non-sworn well-trained employees and volunteers. With an annual budget of just over \$100 million, the department is a key player in the City's recently enacted NRP. Community policing, crime prevention, and drug and gang intervention measures are departmental priorities.

The Department is organized into three bureaus providing command to five divisions. With an Assistant Chief and three Deputy Chiefs, the department works closely with neighborhood groups and business owners to promote a safer community.

The Position and the Ideal Candidate

The Chief of Police is a highly visible and integral member of the Stockton community. The current vacancy is due to the retirement of the previous chief, who had a long career in the department. Given the fiscal challenges and the community's desire to lower crime rates and prevent gang and drug related criminal activity the City is seeking a candidate who is prepared to commit for the long term.

This is a great opportunity for a seasoned and passionate police manager to establish roots and guide the Stockton Police Department over the next several years. You are encouraged to apply if you have five years of relevant executive or command experience in a municipal or county law enforcement agency and possess the equivalent to graduation from a four-year college or university with major course work in criminology, law enforcement, social science, public administration or a closely related field. Possession of P.O.S.T. advanced and management certificates are desirable. Top candidates will have a history of developing and maintaining strong relationships with both sworn and non-sworn personnel at all levels, City management, elected officials and all segments of the community. In addition, the preferred candidate will possess:

- ◆ Experience implementing a wide range of innovative community policing initiatives that have resulted in lower crime rates;
- ◆ A record of thoughtful and productive interactions with residents, City Council, School District management, law enforcement agencies, community groups and police labor leadership;
- ◆ Familiarity in working with people of varying ethnic and cultural backgrounds and sensitivity to diversity in the delivery of police services;
- ◆ An open communication style; visible, accessible and comfortable with the practice of "management by walking around;"
- ◆ Demonstrated leadership ability, which includes making tough decisions, holding people accountable, implementing change and building organizational effectiveness.
- ◆ Uncompromising integrity and a sincere commitment to public service.

